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American Labor Union

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Preamble, Constitution and By-Laws of the

American Labor Union

ADOPTED BY REFERENDUM
DECEMBER 1903

308
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Box 612

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PREAMBLE, CONSTITUTION AND BY-LAWS

OF THE

American Labor Union

ADOPTED BY REFERENDUM
DECEMBER 1903

Adopted at Salt Lake City, Utah, May 10-16, 1898; revised and amended at annual conventions held at Salt Lake City, Utah, May 8-15, 1899; Denver, Colorado, May 14-21, 1900; Denver, Colorado, May 27-June 4. 1901; Denver, Colorado, May 26-June 7, 1902; Denver, Colorado, May 25-June 13, 1903.

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Preamble

The relation which the atom bears to the organism in physical nature is the relation which the individual bears to society. The social organism is an aggregation of the atom man. Man represents in the creative sense a perfect harmony of animate forces, the co-association of energy with intelligence in the highest form of manifestation. God laboring in the laboratory of nature, and from out of the cruder elements has evolved this wonderful and complex being. Man is, therefore, a being of the earth, and his welfare depends entirely upon the conditions surrounding his existence upon the earth.

The primary instinct of man is the preservation of life. The earth provides the means for his preservation and support, and by labor alone can he procure from the earth those things necessary for his support, which are food, raiment and shelter. That he may enjoy these things essential to life, he comes upon the earth with force sufficient to produce them. Thus the justice of the divine decree becomes naturally established, "In the sweat of thy brow shalt thou eat bread."

Through a failure on the part of society to recognize the importance and the justice of these primary principles, we see upon the earth certain classes who toil not for the bread they eat. These

classes, who are in possession of the means of production and distribution, and all the machinery of the government, impose upon the toilers the burden of their support. These conditions necessitate a class conscious movement upon the part of the toilers. Numerous efforts have been made to remedy these evils, the most notable being the trade union labor movement of the present day; but despite the desperate struggle made in this direction by the laboring masses the condition is gradually becoming worse, and the attitude of the privileged class more arrogant and oppressive.

Believing, therefore, that the time has now arrived when an epoch will be marked in the history of the labor movement, denoting either its progress or decay, and believing that the necessities of the times, as evidenced in recent developments, emphasizes the fact that the older form of organization is unable to cope with the recent aggressions of plutocracy obtained by class legislation and especially maintained through the medium of friendly courts; unless our defenses by more perfect organization are strengthened, and feeling the incapacity of labor as heretofore organized to resist these encroachments, this organization is, therefore, formed for the purpose of concentrating our energies and consolidating the labor forces.

Believing that the time has come for undivided, independent working class political action, we hereby declare in favor of International Socialism, and adopt the platform of the Socialist Party of America in its entirety as the political platform of the American Labor Union, and we earnestly appeal to all members of the American

Labor Union, and the working class in general, to be governed by these provisions, to wit:

1. The collective ownership of all means of transportation and communication and all other public utilities as well as of all industries controlled by monopolies, trusts and combines. No part of the revenue of such industries to be applied to the reduction of taxes on property of the capitalist class, but to be applied wholly to the increase of wages and shortening of the hours of labor of the employes, to the improvement of the service and diminishing the rates to the consumers.

2. The progressive reduction of the hours of labor and the increase of wages in order to decrease the share of the capitalist and increase the share of the worker in the product of labor.

3. State or national insurance of working people in case of accidents, lack of employment, sickness and want in old age, the funds for this purpose to be furnished by the government and to be administered under the control of the working class.

4. The inauguration of a system of public industries, public credit to be used for that purpose in order that the workers be secured the full product of their labor.

5. The education of all children up to the age of eighteen years, and state and municipal aid for books, clothing and food.

6. Equal civil and political rights for men and women.

7. The initiative and referendum, proportional representation and the right of recall of representatives by their constituents.

But in advocating these measures as steps in

the overthrow of capitalism and the establishment of the Co-operative Commonwealth, we warn the working class against the so-called public ownership movements as an attempt of the capitalist class to secure governmental control of public utilities for the purpose of obtaining greater security in the exploitation of other industries and not for the amelioration of the conditions of the working class.

Believing that complete organization is necessary for the overthrow of the present inhuman method of production and distribution, and that the above plan offers the most practical, economical and reasonable way to success, we invite the people of America to join with us in the cause of humanity.

Constitution

Adopted at Salt Lake City, Utah, May 10-16, 1898; revised and amended at annual conventions held at Salt Lake City, Utah, May 8-15, 1899; Denver, Colo., May 14-21, 1900; Denver, Colo., May 27-June 4, 1901; Denver, Colo., May 26-June 7, 1902; Denver, Colo., May 25-June 13, 1903.

ARTICLE I.

Name.

Section 1. This organization shall be known as the American Labor Union.

Jurisdiction.

Sec. 2. The jurisdiction of the American Labor Union shall extend over North America.

Formation.

Sec. 3. The American Labor Union shall consist of (a) national and international unions; (b) state, territorial and provincial unions; (c) district and city unions; (d) local and federal unions; (e) individual members.

National and International Unions.

Sec. 4. National and international unions, chartered by the American Labor Union, shall be formed on the industrial union plan and shall admit to membership all eligible persons engaged in one industry, irrespective of the number of trades or crafts required in the operation of such industry.

State, Territorial and Provincial Unions.

Sec 5. State, territorial and provincial unions shall comprise central bodies composed of local unions and city and district unions within the state, territory or province, united with such state, territorial or provincial unions.

District and City Unions.

Sec. 6. District and city unions shall comprise central bodies composed of local unions within the jurisdiction of said district or city unions united therewith.

Local, Federal and Junior Unions.

Sec. 7. Local unions of the American Labor Union shall comprise (a) local industrial unions, admitting to membership all eligible persons engaged in a particular industry in a locality, provided, no national or international union, having jurisdiction over that particular industry, is chartered by the American Labor Union;

(b) Local federal unions, admitting to membership all eligible persons in a locality, irrespective of industry or industries in which employed, not united with a national or international union, having jurisdiction, or a local industrial union in that locality.

(c) Junior unions, composed of boys not under eight nor more than sixteen years of age.

Individual Members.

Sec. 8. Individual members of the American Labor Union may become and remain such, provided they are not eligible to membership in a national or international union, chartered by the American Labor Union, and do not reside within the jurisdiction of a local or federal union of the American Labor Union.

ARTICLE II.

Referendum Vote.

Section 1. The supreme authority of the American Labor Union shall be vested in its collective membership and shall be expressed through the referendum vote thereof.

Repeals, Enactments and Amendments.

Sec. 2. A majority of all members voting may, at any time, repeal or amend any or all laws adopted by the American Labor Union, and may enact any law placed before the membership thereof, through national, international or local unions, and may recall or dismiss any general officer thereof; provided, such referendum vote has been legally submitted to the entire membership.

Method of Repealing, Amending or Enacting Laws.

Sec. 3. Any law may be repealed, amended or enacted in the following manner: A national or international union, or local unions represent-

ing not less than six per cent. of the membership of the American Labor Union, embraced in local unions thereof, may submit the law to be repealed, amended or enacted, to the referendum vote of the American Labor Union through the General Secretary-Treasurer thereof, who shall transmit copies thereof to all general officers and to all national, international and local unions, and shall publish the same in four successive issues of the American Labor Union Journal, together with all communications received from all general officers or members bearing thereon; provided, that communications from members bear the seal of and be transmitted through the national or international or local unions wherein their membership is held.

Returns—How Made.

Sec. 4. Returns must be made and certified to by the chief executive officers of national and international unions, and by the president and recording secretary of local unions, with seal affixed, and mailed to the General Secretary-Treasurer of the American Labor Union in time to reach the general office thereof not later than sixty days from date of the General Secretary-Treasurer's communication submitting the proposition to the referendum vote.

Vote Shall Be Published.

Sec. 5. The General Secretary-Treasurer shall place the returns in the hands of the General Executive Board, who shall canvass the vote immediately, and shall publish in the American Labor Union Journal, with the date on which the changes, if any, shall become effective, which shall in no case be later than ninety days after

the date of the General Secretary-Treasurer's original communication submitting the proposition for referendum vote.

Apportionment to National and International Unions.

Sec. 6. Referendum votes of national or international unions, chartered by the American Labor Union, shall be apportioned in proportion to per capita tax paid into the American Labor Union by said national or international unions as required in this constitution.

ARTICLE III.

General Convention—Formation of.

Section 1. The general convention shall be composed of (a) all members of the General Executive Board; (b) the General President; (c) General Vice President; (d) General Secretary-Treasurer; (e) one delegate from each national or international union for the first four thousand members or less, and one additional delegate for each additional four thousand members or major fraction thereof; provided, that no national or international union shall be chartered with a membership of less than three thousand members; (f) one delegate from each state, district or city union chartered by the American Labor Union; (g) one delegate from each local union for the first hundred members or less, and one additional delegate for each additional one hundred members or major fraction thereof.

Delegates to General Convention—How Elected.

Sec. 2. Delegates to the general convention shall be elected as follows: (a) by the national,

international or state unions in such a manner as they may direct; (b) by district, city or local unions at least thirty days prior to the meeting of the general convention, and their duplicate credentials shall be in the hands of the General Secretary-Treasurer twenty days prior to the date on which the General Convention shall convene.

Who Are Eligible.

Sec. 3. No person is eligible as a delegate who has not been a member of his union in continuous good standing at least six months; provided, such union has been organized that length of time and the credentials must so certify.

Presentation of Credentials.

Sec. 4. Delegates shall present their original credentials at the General Convention before being admitted to seats therein.

Proxy Votes Not Allowed.

Sec. 5. No union, chartered by the American Labor Union, shall be represented in general convention by proxy.

Date and Place of Meeting.

Sec. 6. The General Convention shall convene at 10 o'clock a. m. on the second Monday in June biennially, and shall remain in session from day to day until final adjournment has been reached.

Powers of.

Sec. 7. The General Convention shall have the power:

(a) To prepare and submit to referendum vote of the American Labor Union such laws or amendments as it may decide upon by a majority vote;

(b) To nominate candidates for general offices

in the American Labor Union, such nominations to be submitted to referendum vote and to be made in the following manner: Any duly accredited delegate in the general convention shall have the right to nominate one candidate for each general office except members of the General Executive Board;

(c) To appropriate funds for the payment of salaries not specified in this constitution and for all other purposes determined by the General Convention;

(d) To transact all business and exercise the full authority and power of the American Labor Union except as otherwise provided;

(e) To hear grievances and appeals from decisions of general officers and the General Executive Board and to impeach any general officer of the American Labor Union, but impeachments can only be effected by a two-thirds majority vote of the General Convention assembled in regular or special session.

ARTICLE IV.

General Executive Board—How Formed.

Section 1. The General Executive Board shall be composed of

(a) General President,

(b) General Vice-President.

(c) General Secretary-Treasurer,

(d) One member from each national or international union, chartered by the American Labor Union, to be elected in such manner as the national or international union represented may determine.

(e) One member for every four thousand members or major fraction thereof embraced in local

unions and individual membership of the American Labor Union, such member to be nominated only by the representatives of local unions in the general conventions or by local unions direct by resolution properly passed through local unions, and to be elected by referendum vote of the membership in local unions only.

(The intent of this article is to constitute the General President, General Vice-President and General Secretary-Treasurer representatives impartially of the collective membership of the American Labor Union, whether such membership is embraced in national or international unions, local unions, individual membership, or otherwise; to constitute the members of the General Executive Board from the national or international unions representatives purely of the section of membership embraced in such national or international unions; and to constitute the members of the General Executive Board from local unions representatives purely of the membership embraced in such local unions and the individual membership.

Geographical Distribution.

Sec. 2. Not more than one member of the General Executive Board representing local unions and individual membership purely shall be selected from the same state, territory or province.

Officers of the General Executive Board.

Sec. 3. The General President, General Vice-President and General Secretary-Treasurer of the American Labor Union shall constitute the President, Vice-President and Secretary of the General Executive Board.

Vacancies—How Filled.

Sec. 4. Vacancies in the General Executive Board shall be filled in the following manner:

(a) Representatives from national or international unions shall be certified to the General Executive Board by the national or international unions represented whenever a vacancy occurs in the representation of such national or international unions in the General Executive Board.

(b) Representatives of the membership embraced in local unions and individual membership shall be selected, whenever a vacancy occurs, by a majority vote of that portion of the General Executive Board comprising the General President, General Vice-President, General Secretary-Treasurer and all members of the General Executive Board representing local unions and individual membership.

How Convened.

Sec. 5. The General Executive Board may be convened at any time and place by the General President, and shall be convened at any time or place by the General President or General Vice-President at the request of a majority of its members.

Powers of.

Sec. 6. The General Executive Board shall have full power

(a) To administer the affairs of the American Labor Union between sessions of the General Convention;

(b) To fill vacancies in the General Executive Board in the manner provided in this section;

(c) To discipline or revoke the charter of any national, international, state, district, city or local union, or to discipline any general officer,

local officer or member of the American Labor Union;

(d) To suspend, dismiss or expel for cause by two-thirds vote any member of the General Executive Board, except the General President, but the opportunity for hearing or defense shall always be allowed individuals suspended, dismissed or expelled;

(e) To suspend, dismiss or expel for cause by two-thirds vote any General Officer, except the General President, and any local officer or member of the American Labor Union;

(f) Whenever the available cash in the defense fund has been exhausted, the General Executive Board shall have power to levy a special tax on all members of the American Labor Union for the purpose of conducting any strike that may have been legally ordered or sanctioned by the General Executive Board;

(g) The General Executive Board shall have power to approve or sanction a strike of any national or international union, local union or number of local unions, when the same has been ordered by a two-thirds vote of all members voting on secret ballot, which shall in case of national or international unions be conducted in accordance with their own constitution and regulations, and in case of a local union or unions shall be conducted at a regular meeting if notice has been given in advance that a strike will be considered or at a special meeting called for that purpose, of all resident members of such local union or unions, in good standing, provided, that at least fifteen days' notice has been given the General Executive Board by the national, international or local union or unions affected, together with full

information of the grievances or proposed request, demands or changes in the hours of service, rates of pay, rules or conditions of employment, service or promotion, or of other causes leading up to the strike.

Unlawful Strikes.

Sec. 7. All strikes otherwise entered upon, shall be unlawful, and no payment shall be made from the defense fund in support thereof, provided, that the General Executive Board may, in its judgment, by two-thirds vote, temporarily annul the provision for fifteen days' notice in this article in case of partial or general lock-outs or intimidations, transfers, suspensions or discharges of members for serving on grievance committees or boards of adjustment or becoming or remaining members of the American Labor Union or any national, international or local union thereof.

To Order Strikes.

Sec. 8. The General Executive Board shall have power by two-thirds vote to initiate and order local or general strikes of any and all members of the American Labor Union, or any national, international or local union or unions thereof, at any time or place, whenever, in the judgment of the General Executive Board, such action is necessary for the welfare of the American Labor Union; but such action to be legal shall require that the representative on the General Executive Board for the national or international union or unions, if any are involved in the strike, shall vote affirmatively; but the General Executive Board has a right to appeal from a refusal to vote or a negative vote of such representative to the Executive Board or Board of

Directors of the national or international union represented by him, and should such appeal result in an affirmative vote then the vote of such national or international union shall be considered as being affirmative and the strike ordered.

To Declare Strikes Off.

Sec. 9. The General Executive Board by two-thirds vote shall have power to declare any strike off which may have been sanctioned or ordered by it when, in its judgment, the best interests of the American Labor Union will be served by so doing.

Payments for Defense Fund.

Sec. 10. Whenever a strike has been duly and legally entered upon, in accordance with the provisions of this constitution, the General Executive Board shall have power to order payments from the defense fund for the purpose of conducting the strike and supporting the strikers until such strike has been duly and legally declared off by the General Executive Board, but no payments whatever shall ever be made from the defense fund as donations or contributions or for any other purpose whatsoever except to conduct strikes and pay strike benefits in cases where strikes have been duly and legally approved by the General Executive Board.

Strike Pay—Rates of.

Sec. 11. Strike pay shall not be allowed to strikers until they have in each separate case been out on legal strike a period exceeding seven consecutive days, and the strike allowance after seven consecutive days shall not exceed $5 per week for strikers with families dependent upon them, and $3 per week for other strikers, and

shall be paid only to those who were actually working when the strike began, and who were actually and legally called out on strike, provided, that the General Executive Board may extend the provisions of this section to individual cases of non-union men and those who were not working when the strike began; but this authority may be used to a very limited extent only.

Definition of Strikes.

Sec. 12. A "strike," within the meaning of this constitution and by-laws, is a peaceful cessation of labor or refusal to work upon the part of a member or members of a national, international or local union of the American Labor Union on account of the refusal of the employer or employers of its members to redress a grievance either of the American Labor Union as a whole or a part thereof, or of a member or members thereof. No other meaning or intent is ever to be given, understood or implied from the word "strike" within the meaning of this constitution and by-laws and of the other laws, regulations and act or acts of the American Labor Union; nor is any strike, other than as herein defined, to be lawfully entered upon by the American Labor Union, or any authority under it, nor shall the American Labor Union, or any member or members thereof, be by the American Labor Union or by any authority exercised thereunder directed to engage or be engaged in any unlawful combination, confederation or conspiracy so declared under the laws of the governments under which the American Labor Union may operate; nor having for its purpose, object or design the retarding, hindrance, stoppage or interference with the transmission of the mails of the governments

under which the American Labor Union may operate, or of international, interstate, territorial or provincial commerce, or of commerce between nations, states, territories or provinces; nor having for its purpose, object or design the commission of any offense or offenses against any government or against any authority to be exercised under any governments or any states, territories, or provinces therein; and every strike that may be lawfully ordered or instituted by the American Labor Union, or under its authority, shall be limited to the peaceful and lawful cessation of labor and declination to perform further service, and without engaging in any violence or unlawful act or acts in connection therewith.

Disbursement from Defense Fund.

Sec. 13. Disbursement from the defense fund can only be made by the General Executive Board and in accordance with the provisions of this constitution, and then only for the purpose of conducting strikes which have been duly and legally approved of by the General Executive Board.

Defense Fund—How Cared For.

Sec. 14. The General Executive Board has power to invest the defense fund in United States government bonds.

Power to Declare Unfair.

Sec. 15. The General Executive Board shall have power to declare any article, individual, firm, company, corporation, trust, railway, or other person, institution or thing, fair or unfair to organized labor, and all national, international or local unions or individual members of the American Labor Union shall absolutely respect and comply with these declarations.

To Interpret the Constitution.

Sec. 16. The General Executive Board shall have power to interpret the constitution and all laws, rules and regulations enacted by the American Labor Union, and may, in its judgment, prepare and submit any law enacting any law and repealing and amending any existing law affecting this constitution to referendum vote, as provided herein.

To Call Special Session of General Convention.

Sec. 17. The General Executive Board shall have power by two-thirds vote to call a special session of the General Convention when, in its judgment, such action is necessary to the welfare of the American Labor Union, and shall call a special session of the General Convention upon petition of local unions representing not less than ten per cent. of the membership.

Grievances and Appeals.

Sec. 18. The General Executive Board shall have power to hear and decide upon all grievances and appeals properly presented to it from decisions of national, international or local unions or general officers, but cases in which appeals are based shall be presented to and passed upon by the proper authority having jurisdiction, if any, before such appeals may be taken to the General Executive Board.

To Determine Jurisdiction.

Sec. 19. The General Executive Board shall have power to determine the jurisdiction of all national, international or local unions of the American Labor Union when not otherwise provided in this constitution.

Compensation of Members.

Sec. 20. Compensation of members of the General Executive Board shall be as follows:

(a) General President, General Vice-President, General Secretary-Treasurer, as provided elsewhere in this constitution;

(b) Members representing national or international unions in the General Executive Board shall be compensated by their respective unions, except when personally attending meetings of or transacting business for the General Executive Board in which the national or international union they represent is not specially interested, in which case such members shall receive from the American Labor Union the same compensation they would have received from their respective unions;

(c) Other members of the General Executive Board shall receive five dollars per day for time consumed in traveling and serving on the General Executive Board and actual transportation expenses when away from home under orders of the General Executive Board, but allowances for transportation expenses may only be made upon expense account rendered in proper form with receipts for all expenditures attached thereto, and must be audited and approved by the General President before being paid. Only one expense account may be submitted in any one month.

ARTICLE V.

General President—Position Defined.

Section 1. The General President is the executive head of the American Labor Union and its chief executive officer.

How Nominated and Elected.

Sec. 2. He shall be nominated and elected as provided in this constitution, and shall hold office for two years and until his successor is duly qualified and installed.

Authority of.

Sec. 3. He shall preside at all sessions of the General Convention and shall exercise such authority while the General Convention is in session as appertains to the presiding officer of that body.

To Appoint Committees.

Sec. 4. At the opening of each regular session of each General Convention, immediately after the calling of the temporary roll of officers and members thereof, he shall appoint the following committees to consist of not less than five nor more than fifteen members each, the members of said committees to be selected proportionately from national, international and local unions:

Credentials,

Rules—special and general. (After report of the committee on credentials has been received and adopted, he shall immediately appoint the following additional committees, to consist of not less than five nor more than fifteen members each, selected proportionately from national, international and local unions):

Constitution and by-laws,
Rituals and secret work,
General officers' reports,
Finance and salaries,
Grievances and appeals,
Printing,
Labor and labor statistics,
Resolutions, petitions and greetings,

American Labor Union Journal,
Minutes,
Press,
And all special committees not otherwise provided for.

To Appoint Convention Officers.

Sec. 5. He shall appoint a conductor and doorkeeper to serve during each session of the General Convention only.

To Decide Questions of Order.

Sec. 6. He shall decide all questions of order arising during the deliberation of the General Convention, subject to the appeal to the General Convention by any member thereof.

To Approve Claims.

Sec. 7. He shall approve all orders, bills, claims and vouchers of every character against the general treasury or any department thereof before payment of funds may be made therefrom.

To Disseminate Secret Work.

Sec. 8. He shall provide for the distribution and dissemination of all signs, passwords, grips, and signals which may be prescribed by the General Convention.

To Convene Local Unions.

Sec. 9. He may convene any local union at any time, preside therein, inspect its work, correct its errors, examine its books, and require conformity with the constitution, by-laws, rules and regulations of the American Labor Union, and may, in his judgment, authorize any general officer, member of the General Executive Board or general organizer to exercise the authority granted in this section.

To Grant Charters to District Unions.

Sec. 10. He may grant charters for state, district and city unions in accordance with the terms of this constitution.

To Grant Charters to National or International Unions.

Sec. 11. He may grant charters to national or international unions seeking admittance to the American Labor Union, provided they conform to the requirements of this constitution and a charter has not already been granted to a national or international union having jurisdiction over the same industry.

To Grant Charters to Local Unions.

Sec. 12. He may grant charters to local unions in accordance with the terms of this constitution.

To Suspend Officers.

Sec. 13. He may suspend for cause from official function any general officer except members of the General Executive Board, and any local officer of any state, district or city or local union united with the American Labor Union, pending investigation and decision by the General Executive Board, but such suspension shall not deprive the individual suspended of his standing in his union.

To Appoint Chief Clerk.

Sec. 14. He has power to appoint a chief clerk in personal charge of the General President's office, for whose conduct he shall be held entirely responsible, and whose compensation shall be one hundred and twenty-five dollars per month, payable monthly.

To Appoint Organizers.

Sec. 15. He has power to commission, appoint and dismiss general and local organizers; compensation of general organizers to be one hundred dollars per month and reasonable transportation and living expenses when absent from their headquarters; payable only upon submission of the regular expense account form adopted by the American Labor Union; compensation of local organizers to be either by commission or salary as may be determined by the General President.

Shall Give Bonds.

Sec. 16. He shall give a bond in a reliable surety company to be selected by the General Executive Board in the sum of ten thousand dollars; said bond to be retained by the General Executive Board.

Shall Submit Report.

Sec. 17. He shall submit to each regular session of the General Convention a report setting forth all his official acts and shall recommend such legislation as he deems for the best interests of the American Labor Union.

Compensation of.

Sec. 18. He shall devote his entire time to the interests of the American Labor Union and shall receive as compensation for his services one hundred and seventy-five dollars per month, payable monthly, and when absent from the general headquarters in the interests of the American Labor Union he shall receive reasonable traveling and living expenses, payable only upon submission of the regular expense account form adopted by the American Labor Union.

ARTICLE VI.

General .Vice-President—How Nominated and Elected.

Section 1. The General Vice-President shall be nominated and elected as provided in this constitution and shall hold office for two years and until his successor is duly qualified and installed.

Duties of.

Sec. 2. He shall assist the General President in the discharge of his duties as presiding officer at all sessions of the General Convention, and during the temporary absence of the General President he shall be presiding officer of the General Convention.

Sec. 3. When required by the General Executive Board, he shall devote his entire time, under the instruction of the General President, to the interests of the American Labor Union, and shall perform such duties as the General President may direct.

Shall Succeed to Presidency.

Sec. 4. In case of the death, resignation or removal of the General President, he shall discharge the duties and assume the responsibilities of the office of General President until his successor is duly installed.

Compensation of.

Sec. 5. When devoting his entire time to the interests of the American Labor Union, he shall receive as compensation for his services one hundred and twenty-five dollars per month, payable monthly, and when absent from his headquarters in the interests of the American Labor Union he shall receive reasonable traveling and living

expenses, payable only upon the submission of the regular expense account form adopted by the American Labor Union.

ARTICLE VII.

General Secretary-Treasurer—Position Defined.

Section 1. The General Secretary-Treasurer is the official head of the accounting and treasury departments.

How Nominated and Elected.

Sec. 2. He shall be nominated and elected as provided in this constitution and shall hold office for two years and until his successor is duly qualified and installed.

Ex-Officio Secretary of General Convention.

Sec. 3. When the General Convention is in session he is its secretary and recording officer, and it shall be his duty to keep a true record of the proceedings of the General Convention proper to be written and to lay all appeals before it.

Shall Keep Records.

Sec. 4. He shall keep a complete record of all national, international, state, district, city or local unions united with the American Labor Union, and his books shall at all times show the financial standing of every such union with the General Treasury and every department thereof.

Shall Issue Monthly Reports.

Sec. 5. He shall prepare and report to the General Executive Board, and to all national, international and local unions monthly, the condition of the general treasury in its several departments; the numerical strength of all national, international and local unions separately and as a whole, together with the increase and decrease of membership of such unions and in the American Labor Union as a whole, and has power to require all unions of every character united with the American Labor Union to render monthly reports to his office promptly after the close of each month, in order that he may comply with this section, and every such union failing to comply with this section shall be disciplined in such manner as may be determined by the General Executive Board.

Shall Countersign Charters.

Sec. 6. He shall countersign all charters granted by the General President and shall affix the great seal of the American Labor Union thereto.

Has Charge of Records.

Sec. 7. He shall preserve the records and shall have charge of the books, papers and great seal of the American Labor Union and all property belonging to the General Convention.

Shall Provide Stationery.

Sec. 8. He shall devise and provide forms of charters, membership cards, transfer cards, withdrawal cards, traveling cards, official receipts, credentials, seals, books, report blanks, stationery and supplies of the same, with constitutions and by-laws, rituals and other matter ordered by the General Convention or General Executive Board, to be printed and kept in stock, and shall be the custodian thereof and shall furnish the same to the General Convention, General Executive Board, general officers and unions upon requisition.

Accounts of Supplies.

Sec. 9. He shall keep accounts with unions showing charges for stationery and supplies.

Bonds.

Sec. 10. He shall require every general officer, organizer, local officer, agent, representative or employe of the American Labor Union, or any state, district, city or local union or department thereof to execute a surety bond in a sum to be designated by the General Secretary-Treasurer; and he shall endorse the word "approved" and sign his name thereunder on all bonds of general and other officers required to give bonds (except the General President and General Secretary-Treasurer) and of all treasurers and other officers of local unions who may be required to furnish bonds when such bonds are, in his judgment, satisfactory to the American Labor Union, and shall retain the same in his custody and will be held strictly accountable for the satisfactory execution and character of such bonds and for the amounts named therein and for their production when required. The official bonds of the general and local officers of the American Labor Union, saving those of General President, General Secretary-Treasurer and officers of national and international unions, shall be made payable to the General Secretary-Treasurer of the American Labor Union and to his successors in office, and shall be by him held and enforced for, in the interests and behalf of the American Labor Union. The General Secretary-Treasurer, or his successors in office, may, in his own name, sue upon and enforce the collection of the penal sum of any such bond, and may as trustee of the American Labor Union

sue in his own name (with like authority to his successors in office), and obtain judgment for any damages sustained by either the American Labor Union, or by any department, district or union, or by any of the members thereof, by reason of the failure or refusal of the officers named in any bond to comply with the obligation thereof, and he, or his successors in office, may further perform any acts, or take any action or proceeding by him or by any successor deemed necessary to recover upon any bond, made payable to said General Secretary-Treasurer or successors in office, and the American Labor Union and the members thereof may be joined as parties plaintiff therein, and said General Secretary-Treasurer and successors in office may employ counsel to represent him and them, and the receipt, acquittance or discharge, compromise or settlement of any such proceeding on the part of the General Secretary-Treasurer or his successors in office, shall be the fully authorized act of the American Labor Union and its members, and upon them binding in any such proceeding, and if made to that effect in bar of all further proceedings upon the cause compromised or settled. Any sum or sums recovered by the General Secretary-Treasurer or his successors in office upon any such bonds or by reason of such action or proceeding, by him or them instituted thereon, shall be received and held by him or them in trust for the American Labor Union, paid into the general treasury and accounted for in the same manner in which other funds coming into the General Secretary-Treasurer's hands are to be paid in and accounted for, such payment and accounting to be made immediately upon the receipt thereof.

Bonds of General President and General Secretary-Treasurer.

Sec. 11. The official bonds of the General President and General Secretary-Treasurer shall be made payable to a member of the General Executive Board and to his successors in office, such member to be designated by the General Executive Board, and shall be by him held and enforced for, in the interest and on behalf of the American Labor Union in the same manner and under the same conditions and restrictions and with the same power and authority in all respects that is vested within the General Secretary-Treasurer as aforesaid in the case of the bonds of officers other than the General President and General Secretary-Treasurer.

Additional Duties.

Sec. 12. He shall perform such other duties as may be required by the constitution and by-laws or any law or regulation hereafter adopted by the General Convention, and by all decisions affecting the accounting and treasury departments made in writing by the General Executive Board.

Power to Provide Books.

Sec. 13. He has power to provide himself with all books, stationery and supplies necessary to conduct the business of his department and shall render vouchers for all supplies purchased by him.

Shall Protect Funds.

Sec. 14. He shall carefully guard and protect the funds in the several departments of the general treasury, and it is his particular function to prevent transfers or applications of the funds to

purposes or accounts for which they have not been legally appropriated, either by the constitution and by-laws, or by enactments of the General Convention, and he shall preserve and exhibit proper receipts for all disbursements from the several departments of the general treasury, made on vouchers, orders, bills or claims bearing the approval of the General President; and it shall be unlawful for any payment for any purpose whatsoever to be made from any of the several departments of the general treasury without the General President's approval in writing.

May Employ Staff.

Sec. 15. He has the power to employ a chief clerk, accountants, bookkeepers, clerks, stenographers and other assistants of his office, and shall fix their compensation, but they shall invariably be members of the American Labor Union, and the compensation or salaries thus nominated by him are subject to review and change by the General Executive Board should it appear to them that the compensation fixed by the General Secretary-Treasurer is in excess of requirements.

Jurisdiction.

Sec. 16. His jurisdiction as General Secretary-Treasurer extends to all books, reports, statements and accounts of the American Labor Union in all its departments and all unions, and he is empowered to prescribe the form and method of monthly and other reports as in his judgment may best serve the interests of the American Labor Union to be made by all unions to his office. He is held personally responsible on his bond for the accounting and general treasury departments of the American Labor Union.

Monthly Membership Card System.

Sec. 17. He shall establish the monthly membership card system in all local unions of the American Labor Union; such cards to be furnished to all local unions by the General Secretary-Treasurer only, and be charged to the accounts of the several local unions, cards to be colored red, be of uniform make, design and lettering, to be specially printed with name, location and number of each local union to which furnished, to be numbered in separate series for each local union; such numerical series to be consecutive and run from one upward perpetually, provide for indication by punch mark to show month and year for which issued and for attendance at meetings, and bear the emblem of the American Labor Union and the fac simile signature of the General President.

Shall Give Bond.

Sec. 18. He shall give a bond in some reliable surety company to be selected by the General Executive Board in a sum not less than twenty-five thousand ($25,000) dollars, to be increased at their discretion and to be held in trust as specified in this article for the American Labor Union.

Shall Submit Report.

Sec. 19. He shall submit to the General Convention, at the beginning of each regular session thereof, a statement setting forth all the transactions of his department for the preceding term.

Compensation of.

Sec. 20. He shall devote his entire time to the interests of the American Labor Union, and shall receive as compensation for his services one

hundred and fifty ($150.00) dollars per month, payable monthly, and when absent from his headquarters, in the interest of the American Labor Union, he shall receive reasonable traveling and living expenses, payable only upon submission of the regular expense account form adopted by the American Labor Union.

ARTICLE VIII.

American Labor Union Journal.

Section 1. The American Labor Union Journal shall be the official publication of the American Labor Union.

When Published.

Sec. 2. It shall be published weekly.

Subscription Price.

Sec. 3. The subscription price shall be fifty cents per annum.

Departments of.

Sec. 4. There shall be established in the American Labor Union Journal such departments of an editorial, literary and technical character as will make it readable and instructive.

General Secretary-Treasurer's Department.

Sec. 5. There shall be established a General Secretary-Treasurer's department in the American Labor Union Journal, in which will be published notices of assessments, reports and other documents emanating from the General Secretary-Treasurer's office, and the publication of such notices in the said department shall be legal and sufficient service of such notice upon all national, international, state, district, city or local unions

and general and local officers and members of the American Labor Union.

Revenues of.

Sec. 6. All proceeds derived from the publication of the American Labor Union Journal, such as subscription fees, advertising rates and revenues from other sources, shall be turned into the general fund of the American Labor Union.

Expenses of.

Sec. 7. All disbursements or expenses connected with the preparation, printing and publication of the American Labor Union Journal shall be paid out of the general fund.

Shall be the only Official Journal.

Sec. 8. No general officer of the American Labor Union (except the General Executive Board and executive officers of national or international unions), local officer or member thereof or any union united therewith, shall issue any local paper, representing the American Labor Union or any of its departments or unions.

Editor.

Sec. 9. The American Labor Union Journal shall be managed and edited by the editor thereof, who shall be selected by the General Executive Board and shall serve at their pleasure. His compensation shall be fixed by the General Executive Board. He shall exercise full control over the American Labor Union Journal, shall make it conform in policy to the principles of the American Labor Union and decisions of the General Executive Board, and shall have power to appoint and employ staff, assistants, clerks and such help as may be necessary to conduct the

Journal and shall fix their compensation, subject to the approval of the General Executive Board.

ARTICLE IX.

Revenues from National and International Unions.

Section 1. All national or international unions, united with the American Labor Union, shall pay into the general treasury of the American Labor Union five and one-third cents per member per month to be segregated and applied as follows:

One-third of a cent per member per month to be turned into the general fund for use in conducting administration, and five cents per member per month to be turned into the defense fund and used only for the purpose of conducting strikes and paying strike benefits when such strikes have been duly and legally approved by the General Executive Board.

Revenues From Local and Federal Unions.

Sec. 2. Male members of local and federal unions, united with the American Labor Union, shall pay into the treasury of the American Labor Union 20 cents per member per month to be segregated and applied as follows:

Eleven cents per member per month to be turned into the general fund and used in conducting administration; 4 cents per member per month to be turned into the general fund and used in conducting the American Labor Union Journal, and 5 cents per member per month to be turned into the defense fund and used only for the purpose of conducting strikes and paying strike benefits when such strikes have been duly

and legally approved by the General Executive Board.

Female members of local and federal unions, united with the American Labor Union, shall pay into the treasury of the American Labor Union 10 cents per member per month to be segregated and applied as follows:

Three cents per member per month to be turned into the general fund and used in conducting administration; 4 cents per month per member to be turned into the general fund and used in conducting the American Labor Union Journal, and 3 cents per member per month to be turned into the defense fund and used only for the purpose of conducting strikes and paying strike benefits when such strikes have been duly and legally approved by the General Executive Board.

Revenues From Junior Unions.

Sec. 3. Junior unions, united with the American Labor Union, shall pay into the general treasury of the American Labor Union five cents per member per month, which shall be turned into the general fund and used in conducting administration, and such unions shall be entitled to all the benefits accruing to any union united with the American Labor Union except strike benefits, and the members of Junior unions shall not receive the American Labor Union Journal unless paid for separately at the regular subscription price.

Individual Members.

Sec. 4. Individual members of the American Labor Union, not attached to any national, international or local union united therewith, shall pay into the general treasury of the American Labor Union an initiation fee of $2.50 and monthly dues at the rate of fifty cents per month, payable quarterly in advance, to be applied as follows:

Forty-one cents per member per month to be turned into the general fund and used in conducting administration; 4 cents per member per month to be turned into the general fund and used in conducting the American Labor Union Journal; 5 cents per member per month to be turned into the defense fund and used only for the purpose for which that fund has been created. All of the initiation fee of individual members is to be turned into the general fund.

Charter Fees—Local Unions.

Sec. 5. Twenty dollars shall be remitted to the general treasury and placed to the credit of supply account for every charter issued, to form a local union, and for the supplies connected therewith. There shall be furnished to newly organized unions by the General Secretary-Treasurer for the charter fee:

1 Charter,
3 Rituals,
1 Financial ledger,
1 Minute book,
1 Cash book,
1 Roll book,
1 Blank official receipt book,
1 Treasurer's receipt book,
1 Warrant book,
1 Seal,
25 Constitutions,
100 Applications for membership,
100 Delinquent notices,
25 Traveling cards,

25 Transfer cards,
25 Withdrawal cards,
100 Membership cards, specially printed,
1 Punch.

Charter Fees—Central Bodies.

Sec. 6. Five dollars shall be remitted to the general treasury for every charter issued to national, international, state, district or city unions.

Dues of Central Bodies.

Sec. 7. The dues of state, district or city unions shall be three dollars per quarter, payable quarterly in advance.

Unions When Suspended.

Sec. 8. All national and international unions that are in arrears for sixty days, and all state, district, city and local unions and individual members united with the American Labor Union, that are in arrears for thirty days, counting from the last day of the month for which reports and remittances are delinquent, including all monthly reports required by the General Secretary-Treasurer and monthly and other remittances for per capita tax, including the general fund and defense fund and payment for supplies, assessments and special taxes, shall stand suspended from the American Labor Union and all departments thereof, including the defense fund, and shall not be entitled to any of the benefits or payments therein provided, for such union or for any member thereof from the defense fund, or from other funds of the American Labor Union.

Unions Not Entitled to Representation.

Sec. 9. National, international, state, district, city and local unions, suspended as provided in

the preceding section, because of being in arrears to the American Labor Union or to any department thereof, or for any assessment or per capita tax duly or regularly levied by the General Executive Board thereof, or any other duly constituted authority therein, shall not be entitled to representation in the General Executive Board, the General Convention or any other deliberative body, executive committee or central union of or chartered by the American Labor Union.

Reinstatements of Unions.

Sec. 10. Any national, international, state, district, city or local union, suspended in accordance with the preceding sections, may be reinstated within six months in the American Labor Union upon the rendering to the General Secretary-Treasurer of all monthly and other reports required by him, and the payment of all arrearages and per capita tax, dues, fines, assessments, bills of supplies and other charges that may have accrued against such union, but any such union thus reinstated shall not be entitled to any of the benefits of the defense fund as hereinafter provided for a period of three months from date of such reinstatement, during which period such union must remain in continuous good standing.

Payments From Defense Fund.

Sec. 11. No payments of any character whatsoever shall be made from the defense fund for the aid or assistance of any national, international or local union united with the American Labor Union until such union has contributed to the defense fund in accordance with the provisions in this constitution for a period of six consecutive

months, during which period said union must have remained in good standing with respect to all other departments, per capita tax, assessments, or any payments of any kind whatsoever required by the American Labor Union.

Disposition of Funds.

Sec. 12. All funds in the several departments of the American Labor Union shall be deposited by the General Secretary-Treasurer in a reliable bank or financial institution, to be designated by the General Executive Board, and no funds of the American Labor Union, or any department thereof, shall be paid out of the designated depository except on checks or drafts drawn and signed by the General Secretary-Treasurer and countersigned by the General President; said checks or drafts shall be numbered consecutively and shall be in a form and of a safety pattern approved and adopted by the General Executive Board and shall not again be changed in form or design except by order of the General Executive Board.

ARTICLE X.

Salaried Officers Shall Serve American Labor Union Only.

Section 1. The General President, General Vice President, General Secretary-Treasurer, regularly salaried members of the General Executive Board and regularly salaried general officers and Organizers of the American Labor Union shall not accept or retain any other office in the American Labor Union, or any national, international, state, district, city or local union united with the American Labor Union, or

any other labor organization, or any political, city, county, state or federal office or position under any government, municipal, state or federal, and shall not represent any political party in any convention, and shall not accept any elective or appointive office of any character from any political party, or perform service for compensation for any other person or institution whatsoever. Members of the General Executive Board, who are not regularly salaried by the American Labor Union, shall not represent any political party in convention, and shall not accept any appointive or elective office of any character from any political party.

General Officers Forfeit Positions.

Sec. 2. Should any general officer become delinquent in fees, dues, per capita tax or assessments to the American Labor Union, of any national, international or local union in the American Labor Union with which he is united, he shall immediately forfeit his office.

National and International Union—When Chartered.

Sec. 3. National, international, state, district, city or local unions shall not be chartered by the American Labor Union unless they conform in construction and methods to the principles of the American Labor Union as defined in this constitution.

National or international unions or local unions, chartered by the American Labor Union, shall be formed on the industrial union plan, and charters shall not be granted to any national or international union claiming jurisdiction over any industry for which a charter has already been issued.

Jurisdiction of National and International Unions.

Sec. 4. The jurisdiction of national or international unions, formed on the industrial union plan and chartered by the American Labor Union is hereby defined as follows:

All employes of any character whatsoever, irrespective of trade, craft, occupation or calling, title or compensation, employed in one industry shall be eligible to membership in and under the jurisdiction of a national or international chartered union having jurisdiction over that industry, provided that local unions on the federal union plan shall not be required to surrender the membership acquired by them over any trade, craft, occupation, calling or industry when the number of members embraced in such federal union and engaged in such industry does not exceed twenty-five, and provided further that the members of one trade or industry embraced in a federal union when in excess of twenty-five shall not withdraw from such federal union and form a local union, chartered either by the American Labor Union direct or by a national or international union, united therewith, unless two-thirds or more of the members of such trade or industry petition in favor thereof.

ARTICLE XI.

Nominations and Elections.

Section 1. Any member, except honorary members, of any national, international or local union, which has been united with the American Labor Union for two years or more, and any individual member of the American Labor Union, shall be eligible to any general office or to the

General Executive Board, as specified in this constitution, provided he has been a member in continuous good standing of a national, international or local union, or of the American Labor Union, for a period of two years or more, and is in good standing at the time of nomination and election. Continuous good standing, for the purposes of this section, is defined to mean that the member shall at no time during the two years' period have been in arrears for more than three consecutive months.

Sec. 2. Local unions may certify and file certificates with the General Secretary-Treasurer as to eligibility and acceptance of members of such local unions as candidates for nomination for any general office or member of the General Executive Board.

Sec. 3. The filing of such certificates with the General Secretary-Treasurer shall begin not earlier than ninety days, and be closed not later than forty days preceding the date on which the General Convention shall convene, and certificates received subsequently thereto shall not be considered.

Sec. 4. Complete list of all members thus certified to shall be published in the American Labor Union Journal for four issues following the last date on which such certificates may be received by the General Secretary-Treasurer.

Sec. 5. Any local union may by resolution nominate one candidate for the office of General President, one for General Vice-President, one for General Secretary-Treasurer and candidates for members of the General Executive Board, as provided in this constitution, from the list thus published, forwarding such resolutions to the

General Secretary-Treasurer prior to the convening of the General Convention, and such nominations shall be read by the General Secretary-Treasurer before the General Convention, and all candidates who have received three or more nominations in this manner shall be registered with other nominees made in the General Convention as regularly nominated candidates for the offices specified.

Sec. 6. All nominations made in this manner must be in the hands of the General Secretary-Treasurer in time to be read in the General Convention before final adjournment or they shall not be considered.

Sec. 7. Nominations may also be made by delegates in the General Convention, but may not be made by delegates from local unions when such local unions have already made nominations for the same office by resolution. All nominations made in the General Convention require a second before being registered.

Sec. 8. Within ten days after the close of the General Convention, the General Secretary-Treasurer shall notify all eligible nominees of their nominations and all candidates shall file with the General Secretary-Treasurer within thirty days of the receipt of said notice letters of acceptance of such nominations, and in such letters shall give their views of the principles and methods of the American Labor Union.

Sec. 9. The General Secretary-Treasurer shall publish in the American Labor Union Journal a full list of nominees for all general offices with names and numbers of unions of which they are members, together with letters of acceptance, and shall forward to all unions, on or before

August 5, 1905, and biennially thereafter, a sufficient quantity of official ballots showing the names, offices, location and union of all candidates properly nominated. The ballots shall be so constructed that voters can with ease designate their choice by making a cross opposite the names of those for whom they desire to vote.

Sec. 10. Elections by referendum vote of the General President, General Vice-President, General Secretary-Treasurer and members of the General Executive Board, representing local unions, shall be held on September 1, 1905, and biennially thereafter.

Sec. 11. No ballot shall be used at such elections except those issued by the General Secretary-Treasurer.

Sec. 12. No member shall be entitled to vote at general elections who is not in good standing and so reported in the monthly report preceding the election.

Sec. 13. The President and Recording Secretary of each local union are hereby required, within forty-eight hours after closing the polls, to transmit to the General Secretary-Treasurer a statement showing the number of votes cast for each and every candidate. They shall also transmit to the General Secretary-Treasurer in the same manner the votes cast, securely sealed. These returns shall be carefully filed by said official and delivered to the Board of Canvassers.

Sec. 14. Preceding an election for general officers, the General Secretary-Treasurer shall send each member of the General Executive Board a list of unions within a radius of three hundred miles of headquarters. The members of the General Executive Board shall then vote for

five unions. The five unions receiving a majority vote of the General Executive Board shall each of them elect one member of the Canvassing Board.

Sec. 15. The members elected as the Canvassing Board shall meet at headquarters at 10 o'clock on the morning of September 15th, succeeding the general election. They shall then formally and in the presence of each other open envelopes or boxes containing votes, records of results, etc., and ascertain and verify results of the election. Upon conclusion of their labors, they shall prepare a detailed report of the result of the election and sign and certify to the same. This report shall be published in the issue of the Official Journal immediately after the result is ascertained. The Canvassing Board shall place all the ballots, etc., together with a copy of its report, in a box to be closed and sealed by them, and this box shall not be opened until the next General Convention is held, when it shall be disposed of.

Sec. 16. Any member of the Canvassing Board who shall aid or abet in falsely declaring the result of an election for general officers shall be expelled from the organization and not be permitted to a readmittance for a term of five years from the date of such expulsion, and upon readmission said person shall pay a fine of fifty dollars, and shall forever be deprived from holding any office in this union, and his name and offense shall be published in the Official Journal for three consecutive issues.

Sec. 17. With the exception of the offices of General President and General Secretary-Treasurer, those nominees receiving the highest number of votes on the first ballot shall be declared elected to the positions for which they were candidates. In the case of the above mentioned officers a majority vote shall be necessary to elect, and if, on the first ballot, no candidate for General President or General Secretary-Treasurer receives a majority of all votes cast, or if there shall have been an equal number of votes for the two highest candidates for any other office, the Canvassing Board shall direct the General Secretary-Treasurer to issue ballots containing the names of the two candidates who received the greatest number of votes (or those who may have been tied) and unions shall hold an election within forty days of such date. The election and certification of results to be in all possible respects similar to those which had obtained in conducting the initial election.

Sec. 18. Any member proven guilty of misrepresenting returns, altering, mutilating or destroying deposited ballots, or voting wrongfully or illegally, shall be punished as the local union shall determine, but in no case shall the penalty be less than a fine of ten dollars. It is further provided that for the purpose of preserving the integrity of this law, the General Executive Board, all other laws, or parts of laws, to the contrary notwithstanding, is empowered to proceed against the alleged offender, and mete out such punishment as in the opinion of the said General Executive Board is just and equitable.

Sec. 19. Any union refusing or neglecting to hold an election, as required by this law, shall be disciplined as the General Executive Board may determine.

Sec. 20. All general officers and members of

the General Executive Board, outgoing and incoming, shall meet jointly on the first Monday in October, and shall duly install all general officers-elect in their respective offices, using due care to check all accounts and cash, and provide for the legal and binding transfer of all books, accounts, property and funds to the general officers-elect.

ARTICLE XII.

Interchangeable Cards.

Section 1. Transfer cards issued by national, international or local unions united with the American Labor Union will be accepted by all national, international or local unions united with the American Labor Union, subject to the rules and qualifications governing membership in such unions. In accepting such transfer cards, the member transferring shall pay the difference in initiation between that of the union from which he comes and that of the union to which he transfers; except in cases where the transferring member has formerly belonged to a union requiring an equal or higher initiation fee, when he will be accepted as if transferring directly from one union to another. This fact shall be established by communication between the two unions concerned.

ARTICLE XIII.

Section 1. Roberts' Rules of Order shall govern the deliberations of the General Convention and of all local unions of the American Labor Union.

ARTICLE XIV.

Section 1. This Constitution and By-Laws shall become effective on and after February 1, 1904.

F. W. CRONIN,
R. G. MOSER,
C. M. O'BRIEN,
GEO. ESTES,
H. N. BANKS,
M. L. SALTER,
J. C. BARNES,
FRANK ANDREWS,
H. L. HUGHES,
EDWARD BOYCE,
R. E. CROSKEY,
ALEX. FAIRGRIEVE,
DANIEL McDONALD,
CLARENCE SMITH,

Committee on Constitution.

By-Laws.

ARTICLE I.

Local Unions—Industrial, Federal and Junior.

Section 1. Charters for local unions, industrial, federal and junior, may be issued upon written application of ten eligible petitioners.

Sec. 2. No working man or woman shall be excluded from membership in local unions because of creed or color.

Sec. 3. Local unions shall define the eligibility of their membership where not in conflict with the provisions of this constitution.

Sec. 4. No one shall be initiated into local unions until having filed written application in regular form, and having been recommended by the craft or investigating committee, hereinafter provided for, which committee shall report at the first regular meeting after receiving application.

Sec. 5. Application for membership shall not be considered unless accompanied by at least one-half of the prescribed membership fee. Should application be rejected, the payment shall be returned.

Sec. 6. Candidates for membership who have been proposed in regular form and have been reported on favorably by the investigation committee, shall be ballotted on at a regular meeting of the local union. Should there be less than four black balls the candidate shall be declared elected. If four or more black balls are found,

those casting black balls shall give their reasons in writing to the President of the union. The names of persons casting black balls and giving reasons shall be kept secret. If the evidence is not sufficient to bar the candidate for membership, he may be elected by a majority of those present.

Sec. 7. Each candidate when initiated shall pay the balance of the initiation fee due, pledge himself to support the constitution of the American Labor Union and to obey all lawful orders of the Executive Board, in addition to obligations required by the local union of which he becomes a member. He shall also fill out blank for American Labor Union Journal.

Sec. 8. Candidates who do not appear or present satisfactory reason within thirty days after being notified of their election to membership shall forfeit the initiation fee, and shall not be admitted without again complying with the foregoing sections of this article.

ARTICLE II.

Local Officers.

Section 1. The officers of the local industrial and federal unions shall comprise the following: (a) President, (b) Vice-President, (c) Recording and Corresponding Secretary, (d) Financial Secretary-Treasurer, (e) Guide, (f) Guard, (g) three Trustees, (h) Executive Board,. (i) Craft Committees.

Sec. 2. All local officers, except Craft Committeemen, shall be nominated at the two regular meetings immediately preceding the 16th of December and the two regular meetings immediately preceding the 16th of June.

Sec. 3. The Recording and Corresponding Secretary shall notify absent members of their nomination, and it shall be their duty to signify their acceptance or otherwise at the next regular meeting.

Sec. 4. Nominees must be in good standing and may be nomianted when absent from meeting.

Sec. 5. Local officers, except Business Agents, if any, shall be elected semi-annually, viz: the last regular meeting in December and June.

Sec. 6. At the semi-annual election it shall be the duty of the Recording and Corresponding Secretary to furnish ballots in sufficient number for the purpose of election, the said ballots to contain the names of all the candidates to be voted on at the election.

Sec. 7. When an election is held for any office the presiding officer shall act as judge and shall appoint two members to serve as tellers. The Recording and Corresponding Secretary shall keep a register of all votes polled. Only members in good standing may vote.

Sec. 8. Business Agents may be elected for less than six months and may hold other offices in local unions.

Sec. 9. Craft Committees, if any are required, shall be elected at special meetings of the craft held the first week in January and July. The candidate receiving the highest number of votes shall be chairman and the one receiving the next highest number shall be secretary, and the one receiving the third highest number shall be associate member of the Craft Committee and doorkeeper for meetings of the craft.

ARTICLE III.

Installation of Officers.

Section 1. The officers-elect, who have been duly qualified, shall be installed at the first regular meeting in January and July of each year by the President or one of the Past Presidents. If any officer-elect, unless prevented by sickness or unavoidable occurrence, does not comply with the above provisions, such office may be declared vacant.

Sec. 2. After officers are regularly elected, qualified and installed, they shall continue in office until their successors are regularly elected, qualified and installed.

ARTICLE IV.

Duties of Officers—President.

Section 1. The President shall preside at all meetings of the local union, preserve order therein and enforce the laws, rules and regulations of the union, decide all questions of order subject to appeal to the local union, act as judge of election and declare the result to the union. He shall appoint a majority of all committees unless otherwise ordered by the local union. He shall also be empowered to make appointments to any committee in case of any vacancy occurring therein. He shall sign all warrants drawn on the local treasury and attest all checks drawn on the bank for such moneys that may be passed by a vote of the local to be paid. He shall be entitled to vote on the election of officers, and on a tie have the deciding vote. He shall be a member ex-officio of all committees, and shall see that all officers of the local union attend strictly to their duties.

The books of any officer shall at any time be open to his inspection; and in case of resignation or intended absence from the city, or sickness, or if he has any reason to believe that any irregularity exists, any officer shall, on demand made by the President, turn over to the Trustees any and all books, papers or money entrusted to his care. He shall see that all moneys are placed to the credit of the local union in the bank, or properly safe-guarded, as designated by the local union. He may for good reasons call a special meeting at any time. He shall at the expiration of his term of office turn over to his successor all property and effects entrusted to his keeping. He shall commit the ritual to memory and act as chairman of the Executive Board.

Vice President.

Sec. 2. It shall be the duty of the Vice President to assist the President in preserving order at meetings and in the discharge of his duties, preside during his absence and appoint the minority of all committees.

Recording and Corresponding Secretary.

Sec. 3. The Recording and Corresponding Secretary shall keep accurate record of the minutes of the local union. He shall issue all warrants authorized to be drawn upon the local treasury, which shall be properly countersigned by the President, and presented to the Financial Secretary-Treasurer. He shall at all times have his books ready for investigation by the Trustees or other authorized person. He shall notify every committee of their appointment and of the subjects referred to them. He shall notify all candidates who have been elected or rejected;

keep a record of all members suspended or expelled and note correctly the cause thereof; also of all members reinstated and those who have been rejected.

Financial Secretary-Treasurer.

Sec. 4. The Financial Secretary-Treasurer shall execute to the General Secretary-Treasurer of the American Labor Union a bond to be approved by him in such sum or sums as the General Secretary-Treasurer shall designate from time to time. It shall be the duty of the Financial Secretary-Treasurer to keep accurate accounts between the local union and the general office of the American Labor Union, and between the local union and its members. He shall receive all initiation fees, dues, fines and assessments. He shall keep a correct account of all benefits paid by the local union, the date of payment, to whom paid, and the amount to each. He shall keep an account of all benefits donated to the union, giving names, dates and amounts. He shall deposit all money belonging to the local union in some bank or other institution designated by the local union. At all times he shall have his books ready for investigation by the Trustees. He shall give a full report monthly to the local union and to the General Secretary-Treasurer of the American Labor Union, upon official forms furnished to him by the General Secretary-Treasurer. At the expiration of his term he shall turn over all books, papers and property belonging to the union to his successor in office.

Guide.

Sec. 5. It shall be the duty of the Guide to

examine every person at meetings and see that they are correct as to the password, and he shall report every member who is incorrect to the President, and shall report candidates for initia-

Guard.

Sec. 6. It shall be the duty of the Guard to take charge of the door of the union, and see that none but members enter the rooms of the local union during meetings, and that no members pass out without the permission of the President or Vice President.

Board of Trustees.

Sec. 7. The Board of Trustees shall elect their own chairman. They shall hold in trust all bonds, securities and stocks and such landed property as the local union may acquire, and transfer or exchange the same, or any part thereof, when ordered by the local union so to do, and invest the funds of the local union in bonds, mortgages, or other securities as shall be determined by two-thirds vote of the members present at a regular meeting, collect all interest, moneys and rents arising from investments belonging to the local union, and pay the moneys collected to the Financial Secretary-Treasurer; they shall examine all books and bills of accounts, and if correct, sign the same. They shall keep a full and accurate account of all moneys received by them and expended or invested, and at the close of each semi-annual term present to the local union in writing a full report of all transactions, general conditions and progress of the local union, and all moneys received and disbursed by them. At the expiration of their term of office, or in case of removal or resignation, or other termination

thereof, they or either of them shall transfer or turn over to the President, or his successor, all books, bonds or other property in their possession or care, belonging to the local union. It shall be their duty to see that accounts of the local union are kept in such shape that bonds may be collected. The auditing committee shall see that blanks furnished by the General Secretary-Treasurer are properly and carefully filled out, and see that all funds are in banks as reported by the Financial Secretary-Treasurer.

Executive Board.

Sec. 8. The Executive Board shall be composed as follows: President, Vice President and Business Agent, if any, of local union, and the chairman of each craft committee.

Duties of the Executive Board shall be as follows: (a) Any member of the union who has been unjustly or unfairly treated by any member or committee of the local union, may report the same in writing to the local Executive Board after he has exhausted every means at hand to effect an adjustment. (b) The Executive Board shall sit as a tribunal for the consideration of all cases presented to it, but all grievances for adjustment must first go before the craft committee, if any. (c) The Executive Board shall carefully and impartially examine all matters referred to it, and on questions arising between members of the union, it shall deliver a written decision, which decision shall be absolutely binding upon all members affected, until reversed by the local union or General Executive Board of the American Labor Union. Any member who violates the mandates of a local Executive Board, having jurisdiction, shall be

considered as having violated his obligation to his local union and shall, upon order, from Executive Board, made in writing and signed by a majority thereof, be expelled from his local union. (d) The Executive Board shall have power to pass upon all matters arising between members of the union as to their duties toward each other. It shall interpret all questions of law of the American Labor Union constitution as applied to administration of local unions, subject to appeal to the General Executive Board of the American Labor Union. (e) Matters which Craft Committees have been unable to settle shall be brought before the Executive Board with all facts and a complete history of steps taken to adjust such grievance. If the Executive Board fails, the matter for adjustment must be carried to the regular or special meeting of the local union. (f) The Executive Board shall be the trial committee of the union and shall hear all trials hereinafter provided for.

Craft Committee.

Sec. 9. Craft Committees shall endeavor in every way possible to thoroughly organize their craft, shall see that members of their craft report non-union men working in their trade, and shall endeavor to get applications of same. Failing to get applications they shall report to the Business Agent or President of said local union. Craft Committees shall endeavor to secure satisfactory schedules of wages and to obtain conditions favorable to employes in their trade. Craft Committees shall hear all grievances coming from members of their trade and shall try to adjust the same. If not successful and the grievance is still considered as being just, they

shall lay the case before the Executive Board with all facts bearing thereon.

Business Agent.

Sec. 10. The duties of a Business Agent, if such be employed by a local union, shall be left entirely with the local union.

ARTICLE V.

Trials Before the Executive Board.

Section 1. If any member of a local union shall violate his obligation or shall knowingly violate the established principles, rules and customs of the American Labor Union or disregard the requirements of the Constitution and By-Laws of the American Labor Union, or of his local union, or shall commence any proceedings either in law or equity in any matters pertaining to the American Labor Union in any civil court without first exhausting the remedies provided by the laws of the American Labor Union, or if he shall be guilty of any other conduct unbecoming a member of the American Labor Union, he shall be amenable to the Executive Board of the local union of which he is a member and shall be tried and punished as hereinafter provided.

Statute of Limitations.

Sec. 2. All charges shall be filed with the Recording and Corresponding Secretary of the local union within six months of date on which alleged offenses are charged as having been committed. No charges shall be considered unless filed within that time.

Form of Charge.

Sec. 3. All charges must be in writing,

specifying the facts on which the charges are based and in the following form:

I, A. B.....hereby charge C. D..... ....., a member of Local Union No.....of the American Labor Union, with unbecoming conduct (or violating his obligation, as the case may be) to-wit: The said C. D.....did, on or about the.....day of.....(here specify the facts constituting such charge).

Sec. 4. Charges may be preferred against any member of the American Labor Union by any member thereof for any offense specified in this article, whether the member filing the information is directly affected or not; and the trial may be held before any Executive Board other than the member's own by a dispensation of the General Executive Board upon presentation of satisfactory reasons, and the accused member's Executive Board shall be notified by the General Executive Board to show cause why a change of venue should not be granted.

Sec. 5. When charges are preferred against any member of the American Labor Union, the Recording and Corresponding Secretary of the local union in which the complaint has been filed shall notify the accused member without delay to appear before the Executive Board at its next sitting, taking place within not less than thirty days of the date of letter of notification, and shall furnish the accused with a copy of the charges against him, which copy shall accompany the notification, together with copies of all papers pertaining thereto. The notification shall be delivered to the accused by personal service when possible, otherwise by registered letter to the last known address of the accused.

Sec. 6. The Recording and Corresponding Secretary shall read all papers pertaining to the case before the Executive Board when the case is heard, after which the President shall appoint counsel for the prosecution, and the defendant shall select his own counsel, all of whom must be members of the American Labor Union in good standing.

Sec. 7. The testimony of witnesses personally present shall be accepted on their word of honor, and the testimony of those who cannot be personally present shall be taken by deposition.

Sec. 8. The trial shall proceed in due form, the case being opened by the prosecution; the witnesses for the prosecution shall testify first, the depositions for the prosecution next be read and the case for the prosecution closed; witnesses for the defendant, if any, shall then be heard and depositions for the defense read, after which the defense shall be closed, and the case be argued and submitted. The witnesses may be cross-examined by either counsel. The President shall act as judge, the Executive Board acting in the capacity of jury, and shall not be permitted to engage in argument or debate, but may ask any question they desire through either counsel.

Sec. 9. The question of the guilt of a member on trial shall be decided by ballot and a majority vote of the Executive Board shall convict.

Sec. 10. Either of the following penalties may be fixed: Expulsion, suspension or reprimand.

Sec. 11. No member of the Executive Board shall be permitted to vote who has not been present during the entire trial or heard all of the evidence read, and before the ballot is taken the

President shall require all who are not members of the Executive Board to retire.

Sec. 12. The result of every ballot on the guilt, expulsion or suspension of a member must be recorded in full in the proceedings, giving the number of votes for and against.

Sec. 13. The Recording and Corresponding Secretary shall notify the General Secretary-Treasurer immediately of all expulsions or suspensions, giving dates and causes.

Sec. 14. Appeals from decisions of Executive Boards may be made within sixty days from date on which rendered, to the General Executive Board, by filing notice of appeal with the Recording and Corresponding Secretary of the local union and filing the appeal with the General Secretary-Treasurer.

ARTICLE VI.
Seal.

Section 1. Each local union shall be provided with a seal by the General Secretary-Treasurer, which shall bear the name and number of the local union, with date on which the local union was instituted, and all official papers emanating from a local union must bear an imprint of its seal, and none will be legal without such impression.

ARTICLE VII.
Fees and Dues.

Section 1. The initiation and other fees, dues and assessments in local unions shall be determined by each local union for itself and are payable monthly in advance.

Sec. 2. Members refusing or neglecting to pay monthly dues in advance are not in good

standing after the last day of the month for which the amount is due.

Sec. 3. A member not in good standing is not entitled to vote in his union or on any question before the American Labor Union, and it shall be unlawful for Craft Committees or Executive Boards to exercise their functions in his behalf in any manner.

Sec. 4. When a member becomes delinquent in his monthly dues or special assessments, he may be reinstated by the Financial Secretary-Treasurer without paying the initiation fee upon the payment of all back dues and assessments within three months from the last day of the month in which he became delinquent.

ARTICLE VIII.
Withdrawals.

Section 1. On application withdrawal cards will be granted at such price as may be determined upon by the local union to members in good standing whose dues and assessments are paid, but shall only be issued to members who are leaving the jurisdiction of the local union or quitting an industry under the jurisdiction of the local union, but not otherwise.

Sec. 2. Withdrawal cards may be refused during a strike or when a strike is expected.

Sec. 3. Withdrawal cards shall not be used in the place of transfer cards and do not convey any rights or privileges, and serve merely as a certificate that individuals holding withdrawal cards left their unions honorably.

ARTICLE IX.
Transfers.

Section 1. Members wishing to transfer to

other local unions shall request transfer cards from the local union from which transferred, which shall be issued by the Financial Secretary-Treasurer after receiving the approval of the union, and forwarded direct to the Financial Secretary-Treasurer of the local union to which the member desires to transfer, but cannot be issued for members not in good standing.

Sec. 2. Members procuring transfer cards shall continue the payment of all dues and assessments monthly in the union granting the same until balloted upon and accepted as a member of the union to which transferred, but shall not be required to pay dues for the same period in both unions.

ARTICLE X.

Meetings.

Section 1. All local unions shall hold at least one regular meeting open to members of all industries under their jurisdiction each month, and as many additional meetings as they may decide upon.

Sec. 2. Local unions which fail to hold one regular meeting each month for three consecutive months shall subject the charter of the local union to arrest in the discretion of the General Executive Board.

Sec. 3. Recording and Corresponding Secretaries shall advise the General Secretary-Treasurer immediately when changes have been made by local unions in their times and places of holding regular meetings so that the official directory of the American Labor Union may be kept correct at all times.

ARTICLE XI.

Local Laws.

Section 1. Local unions shall have power to enact such local laws for their government as they may deem necessary, providing they do not conflict with the Constitution and By-Laws of the American Labor Union.

ARTICLE XII.

Defunct Local Unions.

Section 1. Any local union, wishing to surrender its charter, may do so, providing not more than ten members object thereto, and shall notify the General President, who will designate a representative to take charge of the charter and all property, who shall make a full statement of membership, property and indebtedness, including names of all members suspended or in arrears for dues with amount due from each, which statement the representative will immediately forward with the charter, books, seal and other supplies to the General Secretary-Treasurer, and after the bona fide debts of the local union have been paid the representative will forward the balance of cash on hand to the General Secretary-Treasurer.

Sec. 2. Members retaining property of any local union whose charter has been suspended or arrested, or who shall in any manner obstruct or willfully neglect or refuse to assist in the discharge of the duties of any representative appointed under authority of this article, shall upon satisfactory proof of same being presented to the nearest Executive Board be expelled from the American Labor Union.

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END OF
TITLE